



SHORELINE FIRE DISTRICT BOARD OF COMMISSIONERS MEETING

REGULAR MEETING MINUTES December 4, 2025

Chair Sullivan called the regular meeting of the Board of Commissioners to order at 5:15 p.m. on December 4, 2025, at Station 61, 17525 Aurora Avenue N., Shoreline, Washington 98133.

PRESENT: Barb Sullivan, Chair
Rod Heivilin, Vice-Chair
David Harris, Commissioner
Kimberly Fischer, Commissioner
Rick Nye, Commissioner
Matt Cowan, Chief
Andres Orams, Deputy Chief (DC)

ABSENT:

I. CALL TO ORDER

II. PUBLIC COMMENT:

- None.

III. CONSIDERATION OF AGENDA:

- None.

IV. SWEARING IN CEREMONY FOR RE-APPOINTED COMMISSIONERS:

- Bouphe Siharath, District Board Secretary, administered the Oath of Office to Commissioner Kimberly Fischer, who was re-elected to Commissioner Position No. 2. The following oath was read into the record:

I, Kimberly Fischer, having been duly elected to the office of Shoreline Fire Department Commissioner Position No.2, do solemnly swear that I will faithfully and impartially discharge the duties of this office as prescribed by law and to the best of my ability, and that I will support and maintain the Constitution of the State of Washington and of the United States of America.

- Bouphe Siharath, District Board Secretary, administered the Oath of Office to Commissioner Rick Nye, who was re-elected to Commissioner Position No. 5. The following oath was read into the record:

I, Rick Nye, having been duly elected to the office of Shoreline Fire Department Commissioner Position No.5, do solemnly swear that I will faithfully and impartially discharge the duties of this office as prescribed by law and to the best of my ability, and that I will support and maintain the Constitution of the State of Washington and of the United States of America.

V. APPROVAL OF PAST MEETING MINUTES:

MOTION: Commissioner Fischer moved, and Commissioner Heivilin seconded a motion to approve the November 6, 2025, District regular meeting minutes. The motion passed; five ayes.

VI. NEW BUSINESS:

- **Resolution 25-06 Affirmation of Intent Regarding 2026 Negotiations:**

- On October 29, 2024, the Union requested that all negotiations pause until the following year, with negotiations to resume in March 2025. Two Commissioners were invited, but not required, to attend negotiation meetings to provide awareness and perspective between the negotiations team and the Board of Commissioners. Following that negotiation session, the full Board was briefed at the November 7, 2024, Board of Commissioners meeting, during which an executive session was held to discuss the status of the ongoing negotiations. In subsequent negotiation and budget meetings, the impacts on employees' compensation packages were also discussed. Represented staff elected to forgo a COLA in 2025. Non-represented employees received a CPI adjustment of 3.8%, with the understanding that once the CBAs were ratified and a comparable analysis completed, all employees would receive any resulting difference through a retroactive pay adjustment effective January 1, 2025.
- Recommended that the Board of Commissioners approve and sign Shoreline Fire District Resolution 25-06 Affirmation of Intent for Retroactive Pay.

MOTION: Commissioner Heivilin moved, and Commissioner Fischer seconded a motion to authorize the Board of Commissioners of the Shoreline Fire District to approve and sign 25-06– Affirmation of Intent for Retroactive Pay. The motion passed; five ayes.

- **Election of 2026 Officers - Board Chair and Vice-Chair:**

MOTION: Commissioner Fischer nominated Commissioner Heivilin as Chairperson for 2026, and Commissioner Harris seconded the nomination. The motion passed; five ayes.

MOTION: Commissioner Fischer nominated Commissioner Harris as Vice-Chairperson for 2026, and Commissioner Heivilin seconded the nomination. The motion passed; five ayes.

VII. ADJOURNMENT:

- The Commissioners adjourned the regular meeting at 5:22 p.m.

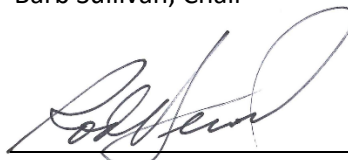
Minutes prepared by: Beatriz Goldsmith



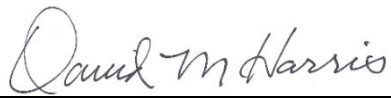
Bouppha K. Siharath
Secretary to the Board



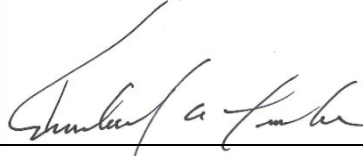
Barb Sullivan, Chair



Rod Heivilin, Vice-Chair



David M. Harris, Commissioner



Kimberly A. Fischer, Commissioner



Rick Nye, Commissioner